



**DEPARTMENT OF LABOR  
& INDUSTRIAL RELATIONS**

# 2023 ANNUAL REPORT

**TO PROMOTE ECONOMIC VITALITY,  
SAFETY & FAIRNESS FOR MISSOURI'S  
BUSINESSES & WORKERS**



# TABLE OF CONTENTS

5	From the Director
7	Department Overview
9	Financial Appropriations
10	Legislative Summary
11	Labor & Industrial Relations Commission
13	Division of Employment Security
21	Division of Workers' Compensation
29	Division of Labor Standards
34	Missouri Commission on Human Rights
38	State Board of Mediation
40	Department Strategic Placemat



# Message from the Office of the Director



**Anna Hui**  
Department Director



**Matthew Hankins**  
Deputy Director

*In the following pages, you will learn about the Missouri Department of Labor and Industrial Relations (DOLIR) and the programs and services we offer. We are proud to proclaim the motto “Working Better Together” and each day work to improve the services we provide to Missouri citizens.*

On behalf of the nearly 600 team members who serve Missouri in the Department of Labor and Industrial Relations (DOLIR), I am happy to present the 2023 Annual Report. In this report, you will learn about the DOLIR and the programs and services we offer. We are proud to follow our motto, “Working Better Together,” and work each day to improve the services we provide to Missouri citizens in conjunction with our state agency partners. The Department’s aspiration is to “promote economic vitality, safety and fairness for Missouri’s businesses and workers” – and the Divisions of Employment Security, Labor Standards and Workers’ Compensation work to meet and exceed this standard.

In 2023, the Division of Employment Security’s (DES) Unemployment Automation Fund saw the first redirections of employer unemployment insurance taxes. These funds will allow the Division to maintain a secure, efficient platform through which to deliver unemployment benefits. Still managing repercussions from the pandemic, the DES faced 7,396 pending appeals due to the massive influx of claims from that period. As of September 30, 2023, that number was reduced to 1,515 pending appeals – a 79.6% reduction in just nine months. The Division continues its efforts to ensure a modern, responsive unemployment insurance program for all Missouri citizens and is committed to maintaining the proper balance between the health of the UI trust fund and the tax burden levied on employers. The DES is excited to report that CY 2024 will see the Contribution Rate Adjustment reduction increase to 12%, except for any employer whose calculated contribution rate under Section 288.120 is 6% or greater, then it will be a 10% CRA reduction. The taxable wage base for employers will be \$10,000 for CY 2024 – a decrease of \$500.

The Division of Labor Standards (DLS) administers work safety programs, mine and cave safety and wage and hour laws including child labor, minimum wage, and prevailing wage law. The Safe at Work Program, a collaboration with the Division of Workers' Compensation, is in its fourth year, resulting in workplace data and informational publications that provide education on workplace safety. Information on this program is available at [labor.mo.gov/safe-at-work](https://labor.mo.gov/safe-at-work). The Mine and Cave Safety Program continued to offer training to miners, mine owners, operators and contractors, and at the end of September, helped host the annual mine safety competition in Rolla that put mine competitors to the test. The DLS On-Site Consultation Program visited workplaces to identify hazards and recognized McClain Forest Products in Raymondville with the company's third entry into the Safety and Health Achievement Recognition Program (SHARP), recognizing workplaces with exemplary safety records.

The Division of Workers' Compensation (DWC) is progressing on a multi-year modernization project that will automate many facets of the Missouri workers' compensation program. For far too long, employers and injured workers have used paper and pen to report injuries or complete paperwork. The Division has digitized thousands of boxes of documents. The new portal is called *Work Comp Connect* and more information can be found at [labor.mo.gov/wcc](https://labor.mo.gov/wcc). The DWC is also committed to ensuring that its stakeholders – including numerous small business owners – are being assessed fair rates for the administration of the state's Workers' Compensation program. Proper management and a strong recovery from the pandemic have made it possible for the administrative tax rate to remain at 1.5%, the Second Injury Fund's (SIF) surcharge to remain at 3.0%, and for no supplemental surcharge to be levied for 2024.

Our focus as a Department is to utilize data-driven solutions to better respond to the challenges before us. We are enhancing our efforts through data visualization, providing to Department leadership regular analyses of Quarterly Pulse Surveys, and leveraging this information to provide meaningful, impactful improvements for our workforce. It is vital to ensure our team has the resources and support necessary to do their jobs. DOLIR is proud to be able to reinforce this statement by offering a salary increase of 8.7% to our workforce alongside our fellow state agencies.

Finally, I'm very proud of our internal emphasis in 2023 on our new set of values: guidance, efficiency, accountability and respect, branded as GEAR Values. We developed a nomination process for team members to recognize their teammates for exemplifying the values we desire out of our workforce. It has exceeded our expectations and, in 2023, nominations were submitted for more than 200 team members at DOLIR.

We look back at a successful 2023 and look forward to working better together, enhancing the Missouri citizens' experience with our Department in their time of need.



# DEPARTMENT OVERVIEW

## VISION STATEMENT:

To promote economic vitality, safety, & fairness for Missouri's businesses & workers.

---

## THE DEPARTMENT IS COMPRISED OF:

### LABOR AND INDUSTRIAL RELATIONS COMMISSION (LIRC)

The LIRC provides oversight of the Department of Labor and Industrial Relations. It is composed of three commissioners appointed by the Governor, with the advice and consent of the Senate. The LIRC hears appeals of claims on Workers' Compensation, Unemployment Insurance, Tort Victims' Compensation, post-secondary degree requirements in state agency hiring considerations, as well as objections to Prevailing Wage Orders.

### DIVISION OF EMPLOYMENT SECURITY (DES)

The DES administers Missouri's Unemployment Insurance program, a joint state-federal program funded by the Unemployment Tax paid by employers. These funds are held in the Missouri Unemployment Compensation Trust Fund, and payment of benefits for regular unemployment are made from this fund. There are also special unemployment programs available to qualified individuals.

### STATE BOARD OF MEDIATION (SBM)

The SBM is a quasi-judicial board that administers the Public Sector Labor Law (Section 105.500 - 105.530 RSMo.). Duties include defining appropriate bargaining units of employees, certifying bargaining units, and determining majority representation status by secret ballot elections.

### MISSOURI COMMISSION ON HUMAN RIGHTS (MCHR)

The MCHR works to prevent and eliminate discrimination, investigates complaints of discrimination under the Missouri Human Rights Act and facilitates fair and timely resolutions of discrimination claims.

## **DIVISION OF LABOR STANDARDS (DLS)**

The DLS is comprised of five sections. The Research and Analysis Section collects and analyzes data relating to occupational and work-related injuries and fatalities in cooperation with the U.S. Department of Labor's Bureau of Labor Statistics. The Wage and Hour Section enforces wage and hour laws and calculates annual prevailing wage/average hourly wage rates. The Missouri On-Site Safety and Health Consultation Program provides free safety consultation services for Missouri employers to help them stay in compliance with OSHA regulations. Mine and Cave Safety staff inspect mines and show caves operating in Missouri and train miners prior to beginning employment and annually thereafter to ensure safe and healthy work habits. The Mine and Cave Safety staff also assist with rescue and recovery efforts should there be a mining accident in Missouri. The Workers' Safety Program, funded by the Workers' Compensation Fund, certifies the safety programs of workers' compensation insurance carriers, certifies safety consultants and rehabilitation facilities for Second Injury Fund Rehab benefits, and assists employers in developing programs to improve workplace safety and eliminate hazards.

## **DIVISION OF WORKERS' COMPENSATION (DWC)**

The Workers' Compensation Division ensures that an employee who suffers a work-related accident, injury, or occupational disease receives medical treatment, wage loss replacement benefits, permanent partial or permanent total disability benefits, and/or death benefits as prescribed by the law. The Division also oversees benefits that are owed to employees for occupational diseases due to toxic exposure. Various options to resolve disputes that may arise between injured employees and the employers/insurers, and/or the Second Injury Fund (SIF), including adjudication services, are provided through eight satellite offices. The Division also regulates individual employers and groups/trusts who have been authorized to self-insure their workers' compensation obligations, and investigates allegations of workers' compensation fraud and noncompliance. The Division also authorizes payment of compensation and benefits from the SIF and administers the Line of Duty and Tort Victims' Compensation Programs.



# FINANCIAL APPROPRIATIONS

The operating budget for the Department is appropriated by the General Assembly and approved by the Governor in the annual budget process. These appropriations fund personnel services (payroll), equipment and other expenses necessary to carry out the duties of the Department. It does not include any benefit payments.

<i>FY 2024</i>	<i>FY 2023</i>	
\$99,149,743*	\$94,444,896*	Division of Employment Security*
\$10,866,833**	\$10,072,999**	Division of Workers' Compensation**
\$5,974,902	\$5,822,993	Director and Staff
\$2,864,514	\$2,684,190	Division of Labor Standards
\$1,681,153	\$1,560,815	Missouri Commission on Human Rights
\$1,215,133	\$1,122,637	Labor and Industrial Relations Commission
\$162,341	\$150,559	State Board of Mediation
\$121,914,619	\$115,859,089	<b>TOTAL</b>

\* This amount excludes tax interceptions and benefit payments. This amount increased due to pandemic programs.

\*\*This amount excludes Second Injury and tort victims' claim payments and Second Injury Fund refunds.

# LEGISLATIVE SUMMARY

## DIVISION OF EMPLOYMENT SECURITY

In response to the COVID-19 pandemic, FY 2019 through 2021 witnessed the creation and extension of new federal unemployment programs authorized under the CARES Act. These programs allowed the Division of Employment Security (DES) to provide additional reemployment services to Missouri citizens. From July 2021, Missouri implemented a process for claimants to apply for the potential waiver of recovery of non-fraudulently overpaid federal pandemic unemployment benefits. The Missouri General Assembly third read and finally passed HB 2168 during the 2022 state legislative session. HB 2168 became effective on January 1, 2023, and allows the Division to redirect a portion of employers' first quarter unemployment insurance contributions to the Unemployment Automation Fund. The Unemployment Automation Fund provides for the maintenance and improvement of the unemployment insurance program's automated systems. In October 2022, Allen Andrews was appointed as DES Director by the Governor and confirmed by the Senate.

## DIVISION OF WORKERS' COMPENSATION

During the 2023 legislative session, the Missouri General Assembly third read and finally passed SB 24, which became effective on August 28, 2023. SB 24 extended the sunset on the supplemental surcharge levied on employers through December 31, 2026. The rate may be raised to a maximum of 1% of the net deposits, net premiums, or net assessments for the previous policy year. The rate is now adjustable to the nearest quarter-percent, rather than the nearest half-percent. Also enacted by the passage of SB 24 and SB 186 is a provision which makes post-traumatic stress disorder (PTSD) an explicitly compensable injury covered by Workers' Compensation.

## DIVISION OF LABOR STANDARDS

The passage of SB 109 during the 2023 legislative session brought about modifications to the rates of inspection fees levied on the basis of tonnage for certain minerals. Rates did not increase, but old rates stated in the statute were modernized, and the language was clarified. The bill also stated that the Director of the Division of Labor Standards is empowered to add minerals which are chemical equivalents to those already found in RSMo 293.030, provided the minerals added have been approved by the LIRC. A notice must be published giving the mining entities responsible for remitting the fees at least 60 days notice that a fee on a chemical equivalent will be levied.

## LABOR AND INDUSTRIAL RELATIONS COMMISSION

On October 5, 2022, the Labor and Industrial Relations Commission welcomed Kathryn Swan as the new Representative of Employers on the commission. Her appointment was confirmed by the Senate in the 2023 legislative session, and she is currently serving a term set to expire June 27, 2028.

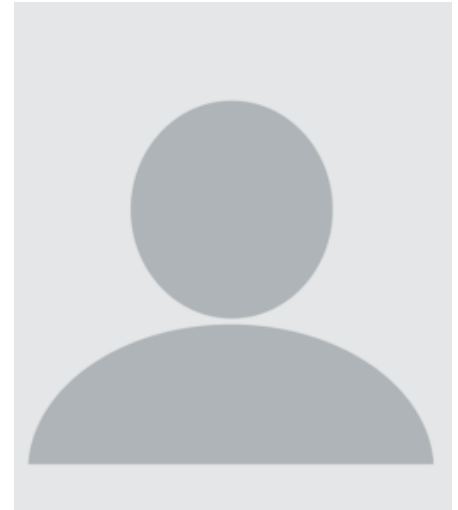
# LABOR & INDUSTRIAL RELATIONS COMMISSION



**Rodney J. Campbell**  
Chair | Public Member



**Kathryn Swan**  
Commissioner | Employer Member



**VACANT**  
Commissioner | Employee Member

*The Labor and Industrial Relations Commission (LIRC) was established by Article IV, Section 49 of the Missouri Constitution. The LIRC's primary constitutional duty is to oversee the Department of Labor and Industrial Relations.*

In 1974, the LIRC delegated to the Director of the Department, who is appointed by the Governor and confirmed by the Senate, in his or her capacity as the chief administrative officer over all units of the Department except the LIRC itself, the administrative authority required to effectively carry out the day-to-day operations, functions, and duties of the Department and its divisions as established by law.

The LIRC is composed of three commissioners and operates under the authority of Chapter 286, RSMo. Each commissioner is appointed to a staggered six-year term by the Governor with the advice and consent of the Senate. One member of the LIRC, who must be a licensed Missouri attorney, represents the public. The other two members represent employers and employees respectively. The Governor designates one member as the chair.

The LIRC hears appeals from administrative decisions in workers' compensation, unemployment compensation, and tort victims' compensation cases. The LIRC also hears and decides prevailing wage disputes. In addition, the LIRC approves or disapproves all rules or regulations proposed by the divisions within the Department. HB 417, which became effective on August 28, 2023, established a new type of appeal process before the LIRC. State agencies may not discriminate in hiring decisions based on postsecondary degree in most hiring decisions. Appeals for this new provision are processed by the LIRC.

## ***Employment Security***

<b>2,296</b>	Employee Benefit Appeals Filed
<b>0</b>	Employer Contribution Appeals Filed
<b>4,090</b>	Benefit Decisions/Orders Issued
<b>0</b>	Contribution Decisions/Orders Issued
<b>560</b>	Appealed to the Missouri Court of Appeals
<b>180</b>	Cases Pending with Commission as of June 30, 2023

## ***Workers' Compensation***

<b>125</b>	Applications for Review, Modifications, Settlements or Commutation of Award by Administrative Law Judge Filed
<b>49</b>	Awards Issued
<b>108</b>	Orders Issued
<b>12</b>	Oral Arguments Heard
<b>20</b>	Appealed to the Missouri Court of Appeals
<b>79</b>	Cases Pending with Commission as of June 30, 2023

## ***Prevailing Wage***

<b>8</b>	Objections Filed
<b>0</b>	Hearings Held
<b>5</b>	Decisions Issued
<b>0</b>	Appealed to the Court

## ***Tort Victims***

<b>2</b>	Petitions for Review Filed
<b>1</b>	Decisions Issued
<b>0</b>	Appealed to Missouri Court of Appeals
<b>2</b>	Cases Pending with Commission as of June 30, 2023



## DIVISION DIRECTOR: Allen Andrews

*The Division of Employment Security (DES) is responsible for administering the state's Unemployment Insurance (UI) program. In Missouri, it is a joint state-federal program funded solely through tax contributions paid by employers, so no deductions are made from employees' paychecks for this insurance. All tax contributions are deposited into the Missouri Unemployment Compensation Trust Fund (UTF). Payments of benefits under the regular UI program are made from the UTF to eligible claimants.*

The UI system in the United States was created in 1935 to stabilize the economy and alleviate personal hardship stemming from involuntary job loss. Benefits paid to eligible recipients are intended to provide temporary financial assistance to people who are able and willing to work and who are unemployed through no fault of their own. These benefits help maintain the economy of the state during periods of economic downturn by helping preserve the level of consumer purchasing power.

The DES processes weekly requests for payment and pays benefits to individuals in covered employment under state and federal unemployment programs. Missouri's unemployment program is normally comprised of regular UI, Unemployment Compensation for Ex-Service members (UCX), Unemployment Compensation for Federal Employees (UCFE), and Trade Readjustment Allowances. When authorized, the DES is also responsible for administering federal-state Extended Benefits (EB), federal Emergency Unemployment Compensation (EUC), and Disaster Unemployment Assistance (DUA).

UInteract, the Division's online UI system, is mobile-friendly. This self-service function allows unemployed workers to avoid on-hold wait times, file initial unemployment claims and weekly requests for payment, get answers to questions about their claims, and access current job listings specific to their skill set and experience, helping them to find work sooner. Claimants who do not have access to the internet are still able to visit their local Job Center to file claims online while taking advantage of job services and training available there, or they can call dedicated support lines to receive personal assistance over the phone. Greater self-service allows the DES staff to focus on eligibility determinations, which reduces the amount of time that eligible claimants wait for benefits and helps prevent ineligible workers from receiving improper payments.

<b>168,671</b>	Individuals that Filed a UI Claim
<b>827,591</b>	Weekly Requests for Payment Processed
<b>\$181,872,448</b>	State UI Trust Fund Benefits Paid
<b>\$2,319,649</b>	Federal UI Benefits Paid
<b>191,356</b>	Employers Liable for Contributions
<b>\$377,238,297</b>	Employer Contributions Collected

## UI APPEALS SECTION

Pursuant to federal and Missouri law, the DES must provide an opportunity for a fair hearing before an impartial tribunal to all parties affected by a deputy's determination. The DES UI Appeals Section provides due process hearings for all appeals arising under the basic programs of UI benefit entitlement and tax liability, as well as special unemployment programs, when authorized.

Once an appeal is filed, an impartial Appeals Referee conducts an evidentiary hearing and issues a written decision regarding the appeal. The decision of the Appeals Referee is subject to review by the Labor and Industrial Relations Commission upon timely application by the aggrieved party, and ultimately by Missouri's appellate courts if the aggrieved party so chooses.

<b>21,366</b> <b>APPEALS FILED</b>	<b>21,007 APPEALS RESOLVED</b> <b>BY DECISION OR ORDER</b>
---------------------------------------	---------------------------------------------------------------

# UI BENEFITS SECTION

The DES works to provide prompt and accurate payments of unemployment benefits to eligible claimants. A person must have worked in employment covered under the Missouri Employment Security Law and earned enough qualifying wages in order to establish a claim for unemployment benefits. The formula to determine the benefit amount uses wages earned by the individual worker, which means not all workers are eligible for 20 weeks of benefits.

20 WEEKS

Maximum number of weeks eligible for benefits

\$320

Maximum weekly benefit amount paid

\$284.60

Average weekly benefit amount paid

The DES uses an identity verification solution for all unemployment claims filed. The program is designed to ensure that the information provided during the claim intake process is correct and belongs to the person filing a claim for unemployment benefits prior to UI benefits being paid. All individuals are evaluated by fraud detection software and assigned fraud risk scores. Individuals who are determined to be at high risk for identity fraud are presented with a series of questions that only the user should be able to answer. If individuals do not provide the correct answers, they are mailed a letter directing them to report to a Job Center with proof of their identity.

The DES continues to partner with the Missouri Department of Higher Education and Workforce Development – Office of Workforce Development (DHEWD-OWD) to offer extensive re-employment services for jobseekers. The collaborative efforts maintain an environment within both agencies that allows data sharing, which sustains a large number of programs aimed at improving the ability of unemployed workers to find new jobs or seek further education to enhance opportunities for re-employment. An example of this is the implementation of the job matching system, where an unemployed worker is provided with available job openings matching their skills and prior work history when filing an unemployment claim.

In addition, the DES and the OWD are jointly responsible for the operation of Missouri’s Reemployment Services and Eligibility Assessment (RESEA) Program. This program targets claimants who are most likely to exhaust their UI benefits and recipients of unemployment compensation for ex-service members (UCX) and requires them to report to their local Missouri Job Centers to receive specialized reemployment services and a UI eligibility assessment. In SFY 2023, 14,122 job seekers received services through the RESEA program.

The Shared Work Unemployment Compensation Program is an alternative to layoffs for employers faced with a reduction in available work. It allows an employer to divide the available work among a specified group of affected employees instead of resorting to layoffs. These employees receive a portion of their unemployment benefits while working reduced hours.

## SHAREDWORK

An alternative to layoffs for employers faced with a reduction in available work

577

Employers participated

19,937

Employee layoffs avoided

\$4,189,777

Paid in Shared Work benefits



## UI TAX SECTION

The UI Tax Section assists businesses in meeting their obligations under the UI program for filing required quarterly reports and payment of UI tax. Liable employers are assigned a UI tax rate as defined within the law.

Generally, an employer's tax rate is determined by the relationship between chargeable benefits paid out, UI taxes paid in, and an employer's average annual taxable payroll.

The UI Tax Section monitors and improves compliance among businesses to ensure equity and a level playing field. Businesses that don't properly report and pay UI taxes for their workers gain an unfair advantage. It also creates barriers for eligible workers to access UI benefits in their time of need.

Effective January 1, 2023, state law (HB 2168) allows DES to redirect monies to the Unemployment Automation Fund (UAF) from Missouri employers. The UAF will provide funding for automated systems and associated costs to improve the administration of the state's UI program.

**MISSOURI IS  
1 OF 14 STATES  
THAT ALLOW A MINIMUM  
UI TAX  
RATE OF 0%**

**EMPLOYERS PAID \$377,238,297  
IN UI TAXES THAT WERE CREDITED TO  
THE UNEMPLOYMENT TRUST FUND**

**PROVIDED UI COVERAGE FOR  
3,386,789 EMPLOYEES**

**INVESTIGATIONS  
CONDUCTED**

**14,028**

**WORKERS IDENTIFIED AS  
IMPROPERLY CLASSIFIED**

**4,701**

**191,356**

**EMPLOYERS WERE ASSISTED IN  
ESTABLISHMENT OF LIABILITY &  
MAINTENANCE OF THEIR EMPLOYER  
ACCOUNTS & RECORDS**

**28,530**

**EMPLOYERS NOT PREVIOUSLY LIABLE  
FOR UI TAX BECAME LIABLE**



# UI INTEGRITY SECTION

As part of an ongoing effort to detect and reduce improper UI benefit payments, the DES conducts cross-matches to compare relevant databases to claimants who file for UI benefits. Claimants who have returned to work and continue to complete weekly requests for payment are one of the leading causes of improper payments. One of the most effective tools for early detection of improper payments is cross-matching new hire data reported by employers.

**DES  
NEW HIRE  
CROSS-MATCH  
UNIT**

**12,721**  
Matches  
detected for  
investigation

New Hire  
Cross-match  
Unit  
investigated  
cross-matches

**12,757**  
Overpayment  
determinations  
established

Over  
**\$4.5 million** in  
overpayments  
discovered

The DES utilizes a variety of cross-matches to prevent and detect fraud and improper payments of the UI program, including the quarterly cross-match with wages reported by employers.

**QUARTERLY WAGE CROSS-MATCHES DETECTED \$10,767,054 IN IMPROPERLY PAID BENEFITS.**

Collection of overpaid benefits is a high priority. Methods used to collect the debt for overpaid benefits include intercepting state and federal income tax refunds and state lottery winnings, offsetting future payment of unemployment benefits, voluntary credit card payments, cash payments and garnishment of wages.

## DES RECOVERED:

**\$19.3 MILLION OF IMPROPERLY PAID BENEFITS**

**MORE THAN \$1.6 MILLION IN FRAUD PENALTIES**

*The most egregious overpayments of benefits due to fraud are investigated and referred for criminal prosecution.*

The DES is an active member of the Integrity Data Hub (IDH), a centralized, multi-state data analysis project to prevent UI fraud and address identity theft. The IDH is a secure, robust data system that allows participating State UI agencies to cross-match UI claims against a database of information associated with known or potentially fraudulent claims or overpayments. The IDH contains an increasingly expanded set of data sources to provide advanced data cross-matching and analytic capabilities. The IDH allows Missouri to cross-match initial, renewed and weekly UI claims against a database of information associated with potentially fraudulent claims or overpayments. The IDH offers several benefits to Missouri including leveraging information collected by other state workforce agencies, a focus on identifying and addressing identity theft, an expanded visibility into potential multi-state fraud activity and automated flagging of data for further investigation. The IDH also includes identity verification, bank account verification and fraud alerting tools.

The DES is responsible for the operation of two federally mandated programs, Benefit Accuracy Measurement (BAM) and Tax Performance System (TPS). The BAM program audits both paid and denied unemployment claims. The TPS program audits the operation of the DES UI tax program.

## 933 BENEFIT CLAIMS AUDITED

## 854 TAX CASES AUDITED

Other functions and responsibilities of the UI Integrity Section include producing and providing statistical information, raw data, and financial information to the Department's executive staff, the U.S. Department of Labor (USDOL), members of the Missouri General Assembly, and all other interested stakeholders. The Integrity Section also prepares and submits USDOL required reports, UTF projections, budget oversight, and fiscal notes; calculates and monitors the DES performance measures; writes and monitors grants; assists in the implementation of statutory changes; and ensures Missouri's UI system complies with federal laws and policies.

## EMPLOYMENT & EARNINGS

Cal. Year	Covered Employers	Covered Employees <sup>1</sup>	State Revenues <sup>1</sup>	Wages Paid in Covered Employment <sup>1</sup>		Average Tax Rate-Percent of		Taxable Wage Base	Annual Wage
				Total	Taxable	Total	Taxable		
2018	166,204	2.7M	\$376.4M	\$133.2B	\$29.9B	0.33	1.17	\$12,500	\$48,615
2019	167,773	2.7M	\$351.7M	\$132.2B	\$29.4B	0.30	1.13	\$12,000	\$50,114
2020	171,053	2.7M	\$330.9M	\$140.3B	\$27.8B	0.27	1.09	\$11,500	\$53,596
2021	174,643	2.7M	\$333.6M	\$150.4B	\$28.5B	0.25	1.06	\$11,000	\$56,447
2022	185,344	2.8M	\$359.1M	\$162.7B	\$30.0B	0.26	1.16	\$11,000	\$59,225

1 - These are abbreviated figures.

## UI CLAIMS & BENEFITS

Cal. Year	First Payments	Weeks Compensated	Benefits Paid <sup>1</sup>	Avg. Weekly Benefit Amt.	Average Duration	Exhaustion Rate	Trust Fund Balance <sup>1</sup>	Outstanding Fed. Loans <sup>1</sup>
2018	83,884	1,027,699	\$265.1M	\$264.96	12.3	31.4	\$942.9M	\$0
2019	70,638	909,564	\$235.8M	\$266.00	12.9	32.6	\$1.07B	\$0
2020	363,538	5,047,520	\$1.18B <sup>2</sup>	\$250.98	13.9	35.0	\$437.9M	\$0
2021	99,524	1,490,907	\$369.4M	\$262.88	15.0	35.1	\$609.2M	\$0
2022	53,243	633,934	\$170.4M	\$275.97	11.9	28.2	\$812.4M	\$0

1 - These are abbreviated figures.

2 - Includes benefits paid to individuals under the regular state program. It excludes benefits paid through federal pandemic programs.

# UNEMPLOYMENT COMPENSATION FUND

<b>BALANCE ON HAND - JULY 1, 2022</b>	<b>\$752,530,111.00</b>
<b>DEPOSIT</b>	
Net UI* Contributions <i>*Unemployment Insurance</i>	\$375,677,380.94
Penalty/Interest	\$3,496,076.10
U.S. Treasury Interest Credits	\$11,171,378.26
Intra-Account Transfer	\$558,439,198.54
From Other States-Interstate Benefits CWC* <i>*Combined Wage Claim</i>	\$2,398,799.60
FECA* Advances/Reimbursements-UCX** <i>*Federal Employees Compensation Act</i> <i>**Unemployment Compensation for Ex-service Members</i>	\$456,038.94
Reimbursable-Local Govt. & Other Pol. Subdivisions	\$2,102,403.28
Reimbursable-State Govt., State Hospitals, & Higher Education	\$774,239.52
Reimbursable-Nonprofit Organizations	\$5,601,655.28
Federal Share Extended Benefits	\$47.00
Federal Emergency Compensation/EUC08* <i>*Extended Unemployment Compensation 2008</i>	\$0.00
Federal Emergency Compensation/PEUC* <i>*Pandemic Emergency Unemployment Compensation</i>	\$223,821.95
Federal Emergency Compensation/FAC* <i>*Federal Additional Compensation</i>	\$0.00
Federal Pandemic Unemployment Compensation	\$2,299,821.81
Pandemic Unemployment Assistance	\$0.00
Mixed Wage Earners Unemployment Compensation	\$800.00
FECA Advances/Reimbursements-UCFE* <i>*Unemployment Compensation for Federal Employees</i>	\$1,382,580.96
Other - Reimbursement of Waiting Week	\$0.00
Other - Trust Fund Loans/FUTA Tax Credits* <i>*Federal Unemployment Tax Act</i>	\$3,590,021.29
Other - Returned EUC*/FSC** Rest <i>*Emergency Unemployment Compensation</i> <i>**Federal Supplemental Compensation</i>	\$0
<b>TOTAL RECEIPTS</b>	<b>\$967,614,263.47</b>

## DISBURSEMENTS

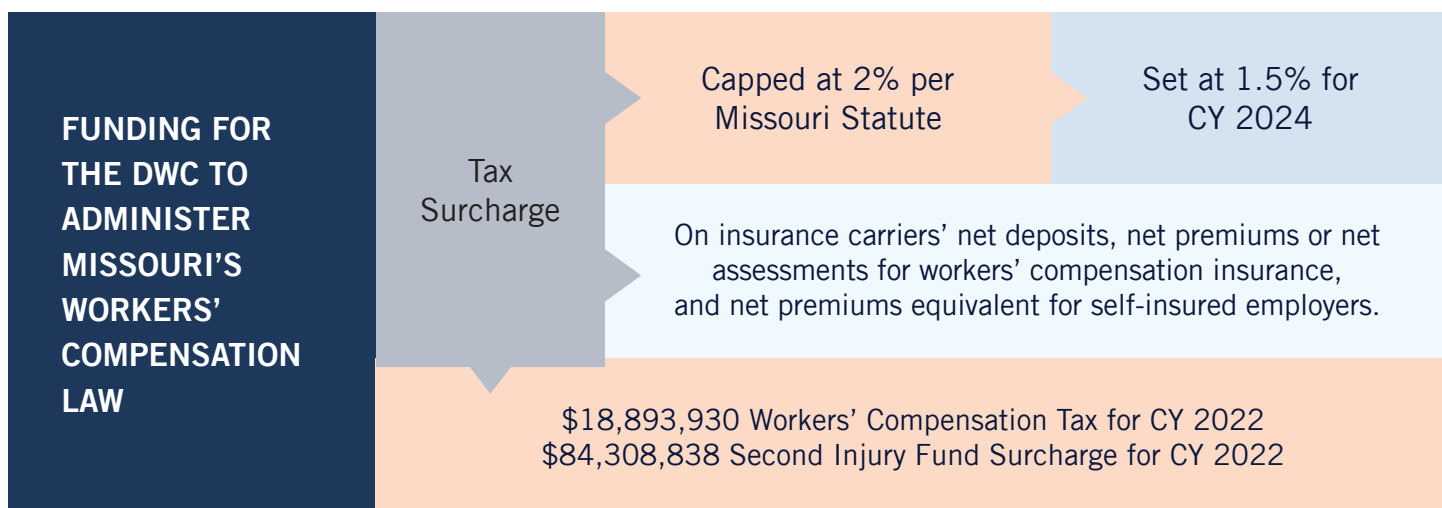
Net UI Benefits	\$159,148,649.87
Net Reimbursable Benefit Payments-Local Govt. and Other Pol. Subdivisions	\$3,199,513.31
Net Reimbursable Benefit Payments-State Govt., State Hospitals, and Higher Education	\$1,376,685.06
Net Reimbursable Benefit Payments-NonProfit Organizations	\$6,855,070.95
FECA Net Benefit Payments-UCX	\$429,295.81
Net Federal Benefits-Federal Share (Extended)	\$(117,146.01)
EUC08 Activity	\$(656,541.23)
PEUC Activity	\$(1,526,280.06)
TEUC* Activity <i>*Temporary Extended Unemployment Compensation</i>	\$(2315.86)
Federal Emergency Compensation-FAC	\$(36,452.52)
Federal Pandemic Unemployment Compensation	\$(4,796,578.93)
Pandemic Unemployment Assistance	\$(735,662.88)
Other Temporary Federal Compensation/Waiting Week	\$0.00
Mixed Wage Earners Unemployment Compensation	\$(1,139.19)
To Other States-Interstate Benefits CWC	\$11,421,127.97
Title IX (Admin) or Special Legislation/Emergency Admin Grant	\$682,900.17
To Special Funds Penalty/Interest	\$7,365,858.68
FECA Net Benefit Payments-UCFE	\$1,301,068.88
Intra-Account Transfers	\$558,439,198.54
Other First Payments EB*/Loan Repayment <i>*Extended Benefits</i>	\$0.00
<b>TOTAL DISBURSEMENTS</b>	<b>\$742,347,252.56</b>
<b>Balance on Hand - June 30, 2023</b>	<b>\$977,797,121.91</b>
<b>Cash Balance - June 30, 2023</b>	
<i>Clearing Account</i>	
Central Bank, Jefferson City, MO	\$101,572.43
<i>Benefit Account</i>	
Central Bank, Jefferson City, MO	\$12,726,162.07
<i>Trust Fund Account</i>	
U.S. Treasury	\$964,969,387.41

# DIVISION OF WORKERS' COMPENSATION

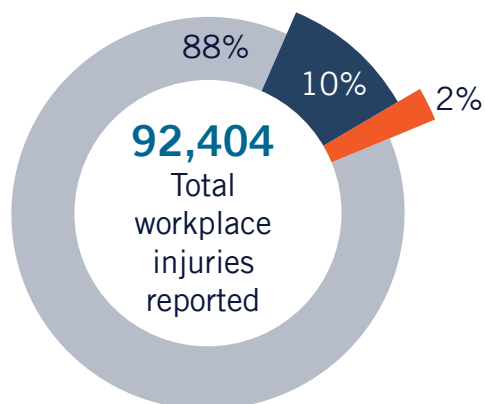


## DIVISION DIRECTOR: Pamela Lewis

*The Missouri Division of Workers' Compensation (DWC) administers programs that provide services to all stakeholders including workers who were injured on the job or were exposed to occupational diseases arising out of and in the course of employment. The DWC ensures injured workers receive benefits they are entitled to under the Missouri Workers' Compensation Law.*



## WORKPLACE INJURIES REPORTED



**81,601** First Report of Injury (FROI) received, but no Claim for Compensation filed

**8,727** FROI received and a Claim for Compensation filed

**2,076** Claims for Compensation filed but no FROI received

**90,328**  
Total FROIs received

# SELF-INSURANCE

Employers subject to the Missouri Workers' Compensation Law are required to either:

1. Purchase workers' compensation insurance coverage through an insurance carrier authorized to insure such liability in the state of Missouri by the Missouri Department of Commerce and Insurance.
2. Obtain approval from the DWC to self-insure their workers' compensation liability.

An employer or its insurer must report workplace injuries to the DWC within 30 days of knowledge of the injury (except for injuries that require immediate first aid with no further medical treatment or lost time from work). Any person who knowingly fails to report an injury as required by law is deemed guilty of a misdemeanor and, on conviction, shall be punished by fine, imprisonment, or both. Employees can file a formal Claim for Compensation to initiate a contested case proceeding in the Workers' Compensation Program.

Security Held FY 2021 <sup>2</sup>	\$656,851,418
------------------------------------	---------------

Security Held FY 2022 <sup>2</sup>	\$656,187,005
------------------------------------	---------------

Security Held FY 2023 <sup>2</sup>	\$676,187,005
------------------------------------	---------------

## INDIVIDUAL SELF-INSURANCE

FY	Employers	Employees Covered <sup>1</sup>	Payroll Covered <sup>1</sup>
2020	220	440,703	\$20,872,824,971
2021	213	438,667	\$21,129,595,842
2022	215	414,636	\$21,586,263,531
2023	213	461,577	\$22,641,537,024

## GROUP TRUST SELF-INSURANCE

FY	Employers	Employees Covered <sup>1</sup>	Payroll Covered <sup>1</sup>
2020	2,612	277,294	\$10,228,034,506
2021	2,563	273,560	\$10,483,150,995
2022	2,532	261,166	\$10,773,807,413
2023	2,538	253,428	\$10,873,518,994

1 - Number valid as of close of prior calendar year

2 - Excludes security called due to default

# SECOND INJURY FUND

Injured workers bear the burden of proving entitlement to benefits under the Workers' Compensation Law. Injured workers also can qualify for benefits from the **Second Injury Fund (SIF)**.

The SIF was created to benefit workers who are disabled and certain workers with a previous work-related disability. It encourages employment by permitting persons to be employed without exposing employers to liability for previous disabilities in certain cases.

The SIF is funded by a surcharge on workers' compensation premiums of up to a maximum of 3% by law plus an additional surcharge of up to a maximum of 2.5% for Calendar Year 2023 and up to a maximum of 1% for Calendar Year 2024.

Total recipients of PTD* benefits (both ongoing and lump sum)	2,228
Recipients who received ongoing, lifetime PTD* benefits	1,996
<b>TOTAL PTD* BENEFITS PAID</b>	<b>\$65,001,829.64</b>
Total recipients of PPD** benefits (both ongoing and lump sum)	253
<b>TOTAL PPD** BENEFITS PAID</b>	<b>\$1,589,052.54</b>
Total recipients of Rehab benefits (both ongoing and lump sum)	3
<b>TOTAL REHAB BENEFITS PAID</b>	<b>\$2,171.42</b>
Total recipients of Uninsured Medical benefits (both ongoing and lump sum)	8
<b>TOTAL UNINSURED MEDICAL BENEFITS PAID</b>	<b>\$176,596.18</b>
Total recipients of Uninsured Death benefits (both ongoing and lump sum)	7
<b>TOTAL UNINSURED DEATH BENEFITS PAID</b>	<b>\$123,628.44</b>
Total recipients of Lost Wages benefits (both ongoing and lump sum)	2
<b>TOTAL LOST WAGES BENEFITS PAID</b>	<b>\$8,983.71</b>
*Permanent Total Disability **Permanent Partial Disability	

Most workers' compensation cases are resolved through settlement between the parties and without proceeding to a hearing. A hearing can be costly and time consuming. All settlements must be approved by a DWC Administrative Law Judge (ALJ). Parties can request that their case be set before an ALJ to assist them with discussing issues or for a formal mediation to work toward compromise settlement. For cases not resolved by compromise settlement, the ALJs conduct hearings and make determinations on what, if any, benefits are owed to the injured worker.

<b>16,787</b> <b>6,954</b> <b>592</b>	Compromise settlements approved* Claims dismissed* Hearings
---------------------------------------------	-------------------------------------------------------------------

\*Insurance, Second Injury Fund and Medical Fee Dispute

The DWC's Fraud and Noncompliance Unit investigates all allegations of fraud and noncompliance under Chapter 287 of the Missouri Revised Statutes. Employers who are subject to the law and knowingly fail to insure their workers' compensation liability are committing a criminal offense that can lead to fines and prison time.

Under Section 287.128.3(6), RSMo, fraud includes to "knowingly make or cause to be made any false or fraudulent material statement or material representation for the purpose of obtaining or denying any benefit."

**379** FRAUD AND NONCOMPLIANCE CASES  
INVESTIGATED

**84** FRAUD AND NONCOMPLIANCE CASES REFERRED  
TO THE MISSOURI ATTORNEY GENERAL'S OFFICE  
FOR PROSECUTION

**2,049** WORKERS POTENTIALLY IMPACTED BY  
FAILURE OF EMPLOYER TO INSURE, FROM THE  
REFERRED CASES

**\$159,612.12** IN PENALTIES RECOVERED FROM THE  
REFERRED CASES TO THE ATTORNEY GENERAL'S  
OFFICE\*\*

\*\*Penalties recovered include those from cases referred, or penalties from, previous Fiscal Years. Some cases take longer than a year to reach a resolution and many penalties are paid in monthly installments over several years.



## ADMINISTRATIVE LAW JUDGES

Ryan Asbridge  
 Karla Boresi  
 Maureen Byrne  
 Kenneth Cain  
 Kevin Elmer  
 Bruce Farmer  
 Hannelore Fischer  
 Karen Fisher  
 Suzette Flowers  
 Emily Fowler  
 Melissa Gilliam  
 Kathleen Hart  
 Angela Heffner  
 Joseph Keaveny  
 Edwin Kohner  
 Gina Mitten  
 John Ottenad  
 Lisa Pottenger  
 Melodie Powell  
 Lawrence Rebman  
 Cole Rosenblum  
 Lee Schaefer  
 Mark Siedlik  
 Carl Strange  
 Kevin Thomas  
 Jason Tilley  
 Amy Young

As of 10-02-2023



## ACCIDENTS & DISEASES BY SEVERITY\*

INDUSTRY	FATALITIES <sup>1</sup>	LOST TIME <sup>2</sup>	MEDICAL <sup>3</sup>	UNKNOWN OR INCIDENT ONLY <sup>4</sup>	TOTAL
Accommodation & Food Services	3	283	944	3,416	4,646
Administrative and Support and Waste Management & Remediation Services	11	346	782	2,603	3,742
Agriculture, Forestry, Fishing & Hunting	0	66	130	481	677
Arts, Entertainment and Recreation	1	85	370	990	1,446
Construction	10	473	908	2,741	4,132
Educational Services	1	216	1,084	3,090	4,391
Finance and Insurance	4	327	1,596	3,201	5,128
Health Care and Social Assistance	4	1,259	2,836	12,140	16,239
Information	0	52	58	522	632
Management of Companies & Enterprises	0	33	220	239	492
Manufacturing	9	1,102	3,398	8,697	13,206
Mining	1	10	40	71	122
Employer Industry Unknown	4	25	25	683	737
Other Services (Except Public Administration)	1	167	350	1,120	1,638
Professional, Scientific & Technical Services	2	117	457	1,626	2,202
Public Administration	9	895	1,758	5,612	8,274
Real Estate and Rental & Leasing	2	64	178	646	890
Retail Trade	9	718	2,265	7,072	10,064
Transportation and Warehousing	16	852	1,165	3,561	5,594
Utilities	0	105	167	294	566
Wholesale Trade	5	359	676	2,259	3,299
<b>TOTAL</b>	<b>92</b>	<b>7,554</b>	<b>19,407</b>	<b>61,064</b>	<b>88,117</b>

\*Workers' Compensation cases develop over time. The counts disclosed are based on information as of 9-06-2023 and are likely not reflective of the final counts and dollar amounts for the Fiscal Year, because the cases have not fully developed.

1 - Deaths reported as of September 2023. Death may later be determined not to be a compensable-work related injury.

2 - Cases where Temporary Total Disability (TTD) or Temporary Partial Disability (TPD) benefits were reported paid.

3 - Cases where no TTD or TPD benefits were reported but medical costs were reported.

4 - Cases where no payment information has been received. Includes incident only cases reported to the DWC as a precautionary measure.

## COST BY INDUSTRY & TYPE OF BENEFIT\*

INDUSTRY	TEMPORARY BENEFITS	PERMANENT BENEFITS	DEATH BENEFITS	MEDICAL BENEFITS	TOTAL BENEFITS
Accommodation & Food Services	\$627,416.34	\$757,835.44	\$0.00	\$3,921,445.01	\$5,306,696.79
Administrative & Support & Waste Management & Remediation Services	\$1,202,664.45	\$1,223,881.31	\$0.00	\$6,534,986.88	\$8,961,532.64
Agriculture, Forestry, Fishing & Hunting	\$237,009.85	\$358,326.72	\$0.00	\$1,534,958.86	\$2,130,295.43
Arts, Entertainment & Recreation	\$216,314.52	\$239,504.69	\$0.00	\$2,051,791.40	\$2,507,610.61
Construction	\$3,189,748.40	\$2,371,066.07	\$0.00	\$19,884,324.05	\$25,445,138.52
Educational Services	\$599,073.96	\$528,989.49	\$0.00	\$5,280,003.67	\$6,408,067.12
Finance & Insurance	\$761,161.23	\$1,046,043.79	\$0.00	\$11,320,249.32	\$13,127,454.34
Health Care & Social Assistance	\$2,467,286.27	\$1,962,162.01	\$0.00	\$13,324,293.21	\$17,753,741.49
Information	\$239,926.76	\$141,865.72	\$0.00	\$632,103.15	\$1,013,895.63
Management of Companies & Enterprises	\$145,902.26	\$80,146.12	\$0.00	\$871,101.06	\$1,097,149.44
Manufacturing	\$3,731,024.53	\$4,492,743.43	\$623,991.96	\$26,485,191.57	\$35,332,951.49
Mining	\$62,303.14	\$60,845.13	\$0.00	\$326,291.34	\$449,439.61
Employer Industry Unknown	\$170,909.14	\$539,528.87	\$0.00	\$488,626.05	\$1,199,064.06
Other Services (Except Public Administration)	\$546,365.45	\$381,820.77	\$0.00	\$2,948,762.75	\$3,876,948.97
Professional, Scientific & Technical Services	\$353,347.85	\$357,563.89	\$0.00	\$2,326,566.54	\$3,037,478.28
Public Administration	\$3,001,130.49	\$3,659,129.71	\$27,866.26	\$17,078,044.95	\$23,766,171.41
Real Estate & Rental & Leasing	\$298,950.61	\$266,875.64	\$0.00	\$1,263,832.68	\$1,829,658.93
Retail Trade	\$1,937,326.28	\$2,356,160.89	\$0.00	\$16,332,583.82	\$20,626,070.99
Transportation & Warehousing	\$4,255,601.38	\$2,366,360.99	\$700,000.00	\$13,620,820.76	\$20,942,783.13
Utilities	\$656,166.37	\$147,916.49	\$0.00	\$2,287,189.31	\$3,091,272.17
Wholesale Trade	\$1,566,076.89	\$1,175,390.32	\$20,000.00	\$8,233,767.46	\$10,995,234.67
<b>TOTAL</b>	<b>\$26,265,706.17</b>	<b>\$24,514,157.49</b>	<b>\$1,371,858.22</b>	<b>\$156,746,933.84</b>	<b>\$208,898,655.72</b>

\* Workers' Compensation cases develop over time. The dollar amounts disclosed are based on information as of 9-6-2023 and are likely not reflective of the final dollar amounts for the Fiscal Year, because the cases have not fully developed.

## COST BY TYPE OF DISABILITY OF ALL INCIDENCES\*

TYPE	FISCAL YEAR	NUMBER OF INCIDENCES <sup>1</sup>	NON MEDICAL COMPENSATION <sup>2</sup>	MEDICAL COMPENSATION	TOTAL
<b>ACCIDENTAL<sup>3</sup></b>					
Temporary <sup>4</sup>	2020	38,700	\$21,846,726.52	\$134,663,747.86	\$156,510,474.38
	2021	40,131	\$28,655,210.11	\$148,488,832.84	\$177,144,042.95
	2022	36,498	\$29,283,217.08	\$177,178,856.59	\$206,462,073.67
	2023	24,366	\$21,095,479.54	\$130,281,339.51	\$151,376,819.05
Permanent <sup>5</sup>	2020	13,544	\$288,031,742.77	\$331,817,151.37	\$619,848,894.14
	2021	11,781	\$241,629,582.34	\$275,046,492.25	\$516,676,074.59
	2022	9,041	\$162,099,427.21	\$208,712,664.33	\$370,812,091.54
	2023	2,075	\$28,740,399.12	\$24,457,192.46	\$53,197,591.58
Death <sup>6</sup>	2020	119	\$1,377,976.13	\$2,052,479.52	\$3,430,455.65
	2021	120	\$1,702,999.57	\$1,777,041.35	\$3,480,040.92
	2022	112	\$369,534.84	\$1,739,657.22	\$2,109,192.06
	2023	89	\$8,331.92	\$58,582.98	\$66,914.90
<b>TOTAL</b>	<b>2020</b>	<b>52,363</b>	<b>\$311,256,445.42</b>	<b>\$468,533,378.75</b>	<b>\$779,789,824.17</b>
	<b>2021</b>	<b>52,032</b>	<b>\$271,987,792.02</b>	<b>\$425,312,366.44</b>	<b>\$697,300,158.46</b>
	<b>2022</b>	<b>45,651</b>	<b>\$191,752,179.13</b>	<b>\$387,631,178.14</b>	<b>\$579,383,357.27</b>
	<b>2023</b>	<b>26,530</b>	<b>\$49,844,210.58</b>	<b>\$154,797,114.95</b>	<b>\$204,641,325.53</b>
<b>OCCUPATIONAL</b>					
Temporary	2020	1,882	\$966,575.38	\$2,071,134.31	\$3,037,709.69
	2021	821	\$709,345.94	\$2,112,323.28	\$2,821,669.22
	2022	925	\$595,268.52	\$2,859,166.42	\$3,454,434.94
	2023	574	\$280,801.52	\$1,366,455.34	\$1,647,256.86
Permanent	2020	556	\$13,319,098.15	\$6,757,201.49	\$20,076,299.64
	2021	446	\$10,620,121.74	\$5,255,597.58	\$15,875,719.32
	2022	284	\$6,647,706.87	\$3,563,042.43	\$10,210,749.30
	2023	40	\$654,851.56	\$302,360.92	\$957,212.48

## OCCUPATIONAL (CONTINUED)

TYPE	FISCAL YEAR	NUMBER OF INCIDENTS	NON MEDICAL COMPENSATION <sup>2</sup>	MEDICAL COMPENSATION	TOTAL
Death	2020	12	\$0	\$0	\$0
	2021	27	\$900,000.00	\$0	\$900,000.00
	2022	10	\$0	\$0	\$0
	2023	3	\$0	\$0	\$0
Total	2020	2,450	\$14,285,673.53	\$8,828,335.80	\$23,114,009.33
	2021	1,294	\$12,229,467.68	\$7,367,920.86	\$19,597,388.54
	2022	1,219	\$7,242,975.39	\$6,422,208.85	\$13,665,184.24
	2023	617	\$935,653.08	\$1,668,816.26	\$2,604,469.34
Disability type not determined due to lack of reported compensation	2020	40,205	\$0	\$0	\$0
	2021	42,877	\$0	\$0	\$0
	2022	47,096	\$0	\$811.13	\$811.13
	2023	60,970	\$0	\$281,002.63	\$281,002.63
<b>TOTAL</b>	<b>2020</b>	<b>95,018</b>	<b>\$325,542,118.95</b>	<b>\$477,361,714.55</b>	<b>\$802,903,833.50</b>
	<b>2021</b>	<b>96,203</b>	<b>\$284,217,259.70</b>	<b>\$432,680,287.30</b>	<b>\$716,897,547.00</b>
	<b>2022</b>	<b>93,966</b>	<b>\$198,995,154.52</b>	<b>\$394,054,198.12</b>	<b>\$593,049,352.64</b>
	<b>2023</b>	<b>88,117</b>	<b>\$50,779,863.66</b>	<b>\$156,746,933.84</b>	<b>\$207,526,797.50</b>

\* Workers' Compensation cases develop over time. The counts and amounts are based on information as of 9-06-2023. The more recent the year, the less reflective the counts and amounts are of what the final counts and dollar amounts will be once the cases have fully developed.

1 - Based on date of injury.

2 - Includes any compensation paid other than medical (TTD, TPD, TT Salary, PPD, PTD, Death, Burial)

3 - Defined as any injury reported with a nature code other than those classified as "Occupational Disease or Cumulative Injury" by WCIO standards.

4 - Defined as any nonfatal injury with reported TTD, TPD, TT Salary, or medical compensation.

5 - Defined as any nonfatal injury with reported PPD or PTD compensation.

6 - Deaths reported. Death may later be determined not to be a compensable work-related injury.

# DIVISION OF LABOR STANDARDS



## DIVISION DIRECTOR: Todd Smith

*The Division of Labor Standards (DLS) and its sections help employers comply with Missouri labor laws and handle complaints from workers to ensure all Missourians are safe on the job and paid wages required by law.*

The DLS consists of five sections: Wage and Hour, On-Site Safety and Health Consultation Program, Mine and Cave Safety, Workers' Safety Program and Research and Analysis. The DLS determines and enforces Missouri's child labor law, minimum wage law, and prevailing wages. The DLS offers a free consultation service to employers to reduce workplace fatalities and help businesses comply with federal Occupational Safety and Health Administration (OSHA) regulations. Mine and cave inspections are also provided along with training to miners on safe work practices.

## WAGE & HOUR SECTION

The Wage and Hour section administers the state's child labor, minimum wage, and prevailing wage laws. Its primary responsibilities are assuring child safety, resolving pay disputes, and providing information to the public. The DLS provides outreach programs to help Missouri businesses comply with wage and hour laws.

### YOUTH EMPLOYMENT

The Missouri child labor law ensures no child under 16 years of age is employed in an occupation or in a manner that is hazardous or detrimental to the child's safety, health, morals, educational processes, or general well-being.

**812**

ENTERTAINMENT  
PERMITS ISSUED

**10,086**

WORK CERTIFICATES  
REVIEWED

**3,598**

PUBLIC & PRIVATE  
CONTACTS

**37**

COMPLAINTS  
REVIEWED

## MINIMUM WAGE

The Minimum Wage Program responds to inquiries from employers and workers about their responsibilities and rights under Missouri wage and hour laws. It also provides educational outreach to businesses and mediates pay disagreements under the minimum wage law.

### MINIMUM WAGE

1,276	Complaints Received
19,623	Public & Private Contacts
\$41,993.11	Back Wages Paid
109	Workers Affected

## PREVAILING WAGE

The Prevailing Wage Program is responsible for setting the wage rate on public works construction projects with wage surveys collected from contractors.

### PREVAILING WAGE

46	Complaints Received
2,740	Public & Private Contracts
\$50,075.59	Back Wages Paid
82	Workers Affected

## RESEARCH & ANALYSIS

The DLS Research and Analysis section collects and reports Missouri employment statistics, workplace injuries, and fatalities to the U.S. Bureau of Labor Statistics (BLS). Jointly funded by the BLS and the State of Missouri, this section collects statistical data on Missouri fatalities, accidents, and non-fatal occupational industries for the annual Survey of Occupational Injuries and Illnesses (SOII), and the Census of Fatal Occupational Injuries (CFOI), respectively. For SOII, data is solicited annually from a random sample of Missouri employers selected by the BLS national office. For CFOI, data is collected for those who died due to a traumatic injury while at work in Missouri.

Missouri consistently ranks in the top three states for highest survey response collection rates. For the calendar year 2021, the Research and Analysis Unit reported 50,600 workplace injuries and 147 workplace fatalities in Missouri.

### WORKPLACE INJURIES & FATALITIES

50,600	Injuries
147	Fatalities

# MINE & CAVE SAFETY

The Mine and Cave Safety Program improves the safety of Missouri mines and caves by offering training to miners, mine owners, mine operators, and contractors. Chapter 293 of the Missouri Revised Statutes requires each mine and public cave in Missouri to be inspected on an annual or bi-annual basis for hazards and unsafe or unhealthy work practices. Missouri has received federal funding to provide required training to miners since 1979.

The program experienced a 4% increase in training to contractors over the past three years. The program continues to focus on small operators that are unable to take advantage of the resources larger operators receive, as well as provide training resources for contractors and other stakeholders. Currently, two full-time mine training specialists provide the required Mine Safety and Health training. According to the Missouri Department of Natural Resources, mining is an approximately \$3 billion industry in the state of Missouri.

2,409	Miners trained
195	Total inspections
618	Hazards found and eliminated
10,908	Miners and contractors affected
\$1,449,160	Federal fines avoided by Missouri mine operators

## Inspections Required Per Year



- Three mining fatalities occurred in Missouri mines in 2022.  
*One underground under Mine & Cave Safety Program jurisdiction, and two in limestone surface mines exempt from Missouri mine laws & regulations.*
- On average, two fatalities occur per year in Missouri's mining industry.

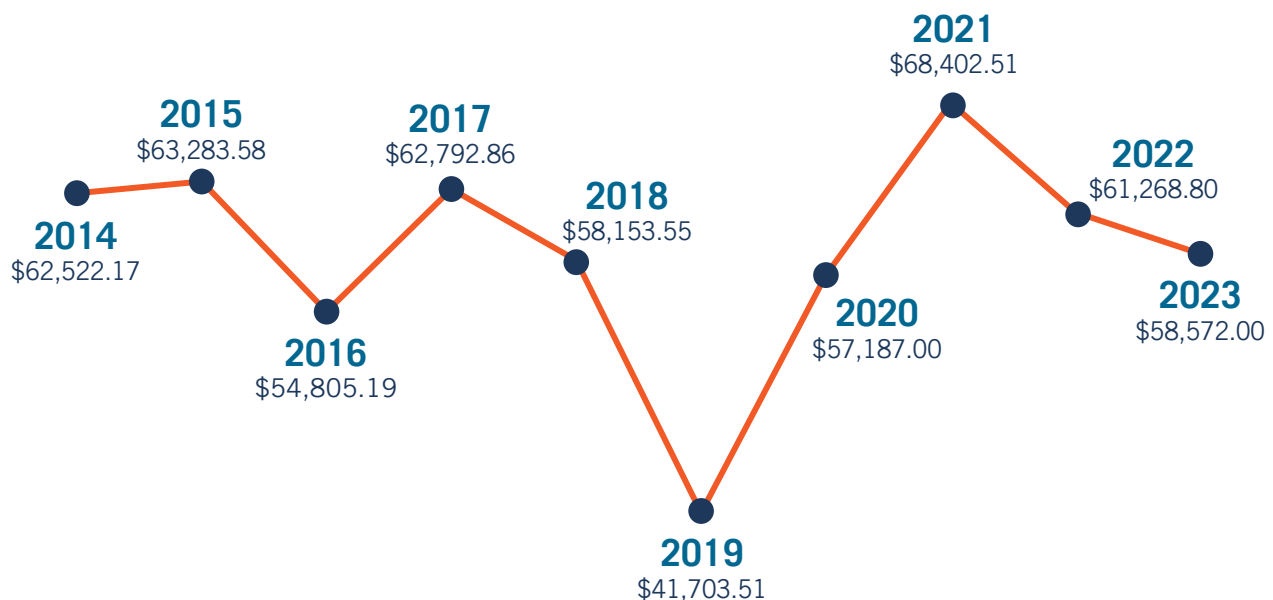
## 10-YEAR PRODUCTION IN TONS

YEAR	CLAY	COAL	COPPER	IRON	LEAD	ZINC	GRANITE	SHALE	SILICA
2014	1,743,699.71	383,705.75	22,693	13,348.91	264,214	61,294	1,027,504.43	305,264.82	1,159,259.30
2015	1,709,539.51	269,701.78	29,759	7,533	262,115	54,236	1,027,342.48	313,214.88	1,200,739.94
2016	1,735,977.45	99,232.85	21,605	0	172,748	34,294	1,053,681.69	252,048.19	718,810.22
2017	1,810,909.24	245,713.53	27,765	0	185,171	33,498	1,198,199.09	194,104.67	2,068,906.61
2018	1,674,304.18	251,938.73	25,936	0	168,039	35,548	934,778.43	434,509.25	3,630,402.29
2019	1,609,550.26	170,105.00	17,486	0	180,018	35,467	990,169.39	113,907.38	2,917,614.00
2020	1,871,581.52	172,369.00	18,512	0	187,048	33,032	842,983.88	419,338.00	3,967,677.46
2021	1,656,415.52	113,464.67	24,143	0	185,494	30,496	1,035,103.12	361,088.63	3,390,935.73
2022	1,572,803.73	42,844.91	19,820	0	179,893	33,920	1,267,064.15	340,989	3,760,538.07
2023	1,729,537.97	109,105.53	24,419	0	161,094	38,422	1,128,304.89	329,517	2,308,203.82

## 10-YEAR TONNAGE FEE COLLECTION\*

\*Tonnage fees from 2017-2019 dropped in part due to a shift away from the use of granite to rhyolite which is not taxed.

NOTE: Legislation passed in 2023 added Rhyolite and Cobalt to the list of minerals on which inspection fees are collected, based on the tonnage produced, and will be reflected in future charts.





# WORKERS' SAFETY PROGRAM

The Missouri Workers' Safety Program helps employers improve workplace safety and reduce workers' compensation insurance costs. The program helps to regulate safety services provided by insurance carriers, maintains a list of certified safety consultants and engineers who offer independent services, and offers free safety and health consultations.

139

Certified physical rehabilitation facilities where injured workers can rehabilitate and receive SIF Rehab benefits

273

Individuals certified as safety consultants/ safety engineers

127

Workers' compensation insurance carrier groups' safety programs certified

## ON-SITE SAFETY & HEALTH CONSULTATION PROGRAM

The On-Site Safety and Health Consultation Program strives to reduce work-related injuries, illnesses, and fatalities by educating and training employers and employees in workplace safety and health issues. The program provides consultations at no cost to Missouri businesses. At the request of the employer, the consultants identify safety and health hazards and offer recommendations for correction with no penalties or fines assigned to the employer.



445

On-Site Consultations Conducted



3,037

Serious Hazards Identified



43%

of Hazards Corrected on Location



\$14.4 M

Potential OSHA Penalties Avoided

## SAFETY & HEALTH ACHIEVEMENT RECOGNITION PROGRAM (SHARP)

The Missouri On-Site Safety and Health Consultation Program, in conjunction with OSHA, administers the SHARP program. It rewards small businesses that operate exceptional health and safety programs. Participation is offered to businesses that worked with On-Site consultants, implemented safety programs, and significantly reduced workplace injury and illness rates.

*McClain Forest Products LLC in Raymondville, Missouri, achieved SHARP status in 2023.*

*31 companies are currently participating in SHARP.*



## EXECUTIVE DIRECTOR: Dr. Alisa Warren

*The mission of the Missouri Commission on Human Rights (MCHR) is to encourage fair treatment, foster mutual understanding and respect, and discourage discrimination against those protected under the Missouri Human Rights Act (Act). MCHR pursues this mission through its complaint process and provides training and education to the public about their rights and responsibilities under the Act.*

The Missouri Human Rights Act gives MCHR general jurisdiction for the purpose of eliminating and preventing prohibited discrimination; it authorizes MCHR to receive and investigate complaints of discrimination and, where probable cause is found, to litigate those cases at public hearings. The statute empowers MCHR to formulate policies and make recommendations to agencies and officers of the state and political subdivisions; issue the results of studies and research; accept grants, gifts, and bequests to achieve the purpose of the Act; certify local commissions and grant them enforcement power; and enter into work-sharing agreements with federal and local human rights agencies. MCHR has jurisdiction over complaints of discrimination in housing, employment, and places of public accommodations based on race, color, religion, national origin, ancestry, sex, disability, age (in employment only), and familial status (in housing only).



**1,076**  
COMPLAINTS  
FILED



**788**  
COMPLAINTS  
RESOLVED BY  
MCHR STAFF



**NEARLY 6,800**  
PEOPLE ATTENDED  
EDUCATION,  
TRAINING, AND  
OUTREACH EVENTS



**\$1,009,611**  
NEGOTIATED  
IN  
SETTLEMENTS



**14 LOCAL**  
HUMAN RIGHTS  
AGENCIES IN  
MISSOURI

The Commission maintains four offices in Missouri as a means of providing service access and delivery. The office locations are:

- A - Jefferson City (Central Office)**
- B - Kansas City**
- C - St. Louis**
- D - Sikeston**



# HEARINGS, APPEALS, & SIGNIFICANT DECISIONS REGARDING THE MISSOURI HUMAN RIGHTS

## ***23-0318 Sherwin Turkin v. Missouri Commission on Human Rights***

After a final decision of no probable cause by the MCHR on April 25, 2023, Turkin appealed to the Administrative Hearing Commission (AHC) on May 19, 2023. On September 15, 2023, the AHC granted MCHR's motion to dismiss and dismissed the AHC complaint due to its lack of authority to hear the complaint because Section 213.085.2 of the Missouri Human Rights Act provides: Any person who is aggrieved by a final decision, finding, rule or order of the commission may obtain judicial review **by filing a petition in the circuit court** of the county of proper venue within thirty days after the mailing or delivery of the notice of the commission's final decision.

(Emphasis added.)

## ***State ex Rel. Moore v. MCHR, 658 S.W.3d 582 (Mo. App. W.D. 2022)***

Employee petitioned for writ of mandamus directing the Missouri Commission on Human Rights (MCHR) and its executive director to reopen investigation into employee's disability discrimination charge against employer and issue right-to-sue letter. In his petition, Employee argued that the MCHR improperly relied on the EEOC's investigation involving his charge. The circuit court granted MCHR's motion for summary judgment and denied employee's motion for summary judgment. Employee appealed. The Court of Appeals held that MCHR's finding that employee's charge lacked probable cause was supported by the EEOC's investigation and that the Commission fulfilled its statutory obligation to investigate the charge when it relied on the EEOC's investigation.

## ***State ex rel. Swoboda v. MCHR, 651 S.W.3d 800 (Mo. banc. 2022)***

Police officer filed petition for writ of mandamus, seeking order requiring MCHR to rescind its dismissal, in noncontested administrative proceeding, of his charge of discrimination under the Missouri Human Rights Act (MHRA) against the law firm that represented his employer. The officer alleged that his employer's law firm aided and abetted the employer's discrimination in violation of the MHRA. The circuit court granted the petition, and MCHR and law firm appealed. On transfer from the Court of Appeals, the Missouri Supreme Court held that: (1) party seeking judicial review of noncontested administrative case by mandamus petition must establish clear, unequivocal, specific right to relief; and (2) as a matter of first impression, officer had no clear, unequivocal, specific right to assert discrimination claim under MHRA against law firm for aiding and abetting discrimination.

At the end of FY 2023, there were 905 investigation complaints, five conciliation complaints, and no public hearing complaints pending.

## COMPLAINTS DURING FY 2023

MCHR has established work-sharing agreements with the Equal Employment Opportunity Commission (EEOC) and local human rights agencies, increasing efficiency and eliminating duplication.

### COMPLAINTS RECEIVED BY PROTECTED CATEGORY\*

PROTECTED CATEGORY	NUMBER
Age	130
Ancestry/National Origin	32
Disability	279
Race	301
Religion	56
Retaliation	385
Sex	325
Family Status	2
Unknown/Other	41
<b>TOTAL</b>	<b>1,076</b>

\* Totals do not match total number of complaints received because many complaints allege multiple protected categories.

\* Some complaints are being filed on multiple protected categories.

## DISPOSITIONS DURING FY 2023

Disposition chart below reflects the types of closures or determinations rendered as a result of investigation, conciliation, or public hearing.

DISPOSITION	EMPLOYMENT	PUBLIC ACCOMMODATIONS	HOUSING	TOTAL	PERCENT OF DISPOSITIONS
Administrative Closure	4	1	1	6	0.76%
Probable Cause	0	0	0	0	0.00%
Closed at Hearings	0	0	0	0	0.00%
Failure to Cooperate	3	1	0	4	0.51%
Negotiated Settlement	2	0	0	2	0.25%
No Jurisdiction	13	7	3	23	2.92%
No Violation	90	26	4	120	15.23%
Right to Sue	443	47	18	508	64.47%
Unable to Locate	0	0	0	0	0
Withdrawal	42	38	4	84	10.66%
Withdrawal/Settled	30	9	2	41	5.20%
<b>TOTALS</b>	<b>627</b>	<b>129</b>	<b>32</b>	<b>788</b>	<b>100.0%</b>

## TOTAL CASES RECEIVED BY YEAR & JURISDICTION

FISCAL YEAR	JURISDICTION	MCHR	DUAL FILED BY EEOC <sup>3</sup>
2022	Employment	939	1,222
	Public Accommodations	188	
	Housing	65	
	<b>TOTALS</b>	<b>1,192</b>	<b>1,222</b>
2021	Employment	835	1,544
	Public Accommodations	104	
	Housing	33	
	<b>TOTALS</b>	<b>972</b>	<b>1,544</b>
2020	Employment	974	1,374
	Public Accommodations	101	
	Housing	30	
	<b>TOTALS</b>	<b>1,105</b>	<b>1,374</b>
2019	Employment	1,460	1,948
	Public Accommodations	132	
	Housing	15	
	<b>TOTALS</b>	<b>1,607</b>	<b>1,948</b>
2018	Employment	1,430	2,172
	Public Accommodations	192	
	Housing	84	
	<b>TOTALS</b>	<b>1,706</b>	<b>2,172</b>

The preceding chart illustrates the number of complaints filed with MCHR by category for the past five years. It also shows the number of complaints received by the EEOC that are dual filed with MCHR. Because EEOC has responsibility for only employment discrimination, the 1,222 cases under the dual-filed column reflect the number of additional cases MCHR would be responsible for if there were no EEOC or if MCHR and EEOC did not have a work-sharing agreement.

<sup>3</sup> Since 1978, complaints filed with MCHR are automatically filed with EEOC, if EEOC has jurisdiction, and vice versa. The agency receiving the complaint is usually the agency that processes it.

## COMMISSIONERS

The Commission consists of eleven members who are appointed by the Governor with the advice and consent of the Senate and serve for six years without compensation. The Governor appoints at least one member from each of Missouri's eight congressional districts and one member as chairperson. The Commission generally meets quarterly, and its meetings are open to the public.

### ANTONIO MALDONADO

Commissioner – 1st District  
Term Expires: April 1, 2026

### AL LI

Commissioner – 2nd District  
Term Expires: April 1, 2027

### VACANT

Commissioner – 3rd District

### VACANT

Commissioner – 4th District

### DONNA L. BIRKS

Commissioner – 5th District  
Term Expired: April 1, 2018

### VACANT

Commissioner – 6th District

### VACANT

Commissioner – 7th District

### BRITTNEY SOUTHWORTH

Commissioner – 8th District  
Term Expires: April 1, 2025

### JADE JUMP

Commissioner – At-Large  
Term Expires: April 1, 2023

### VACANT

Commissioner – At-Large

### DR. TIMOTHY FABER

Chairperson & Commissioner – At-Large  
Term Expires: April 1, 2026

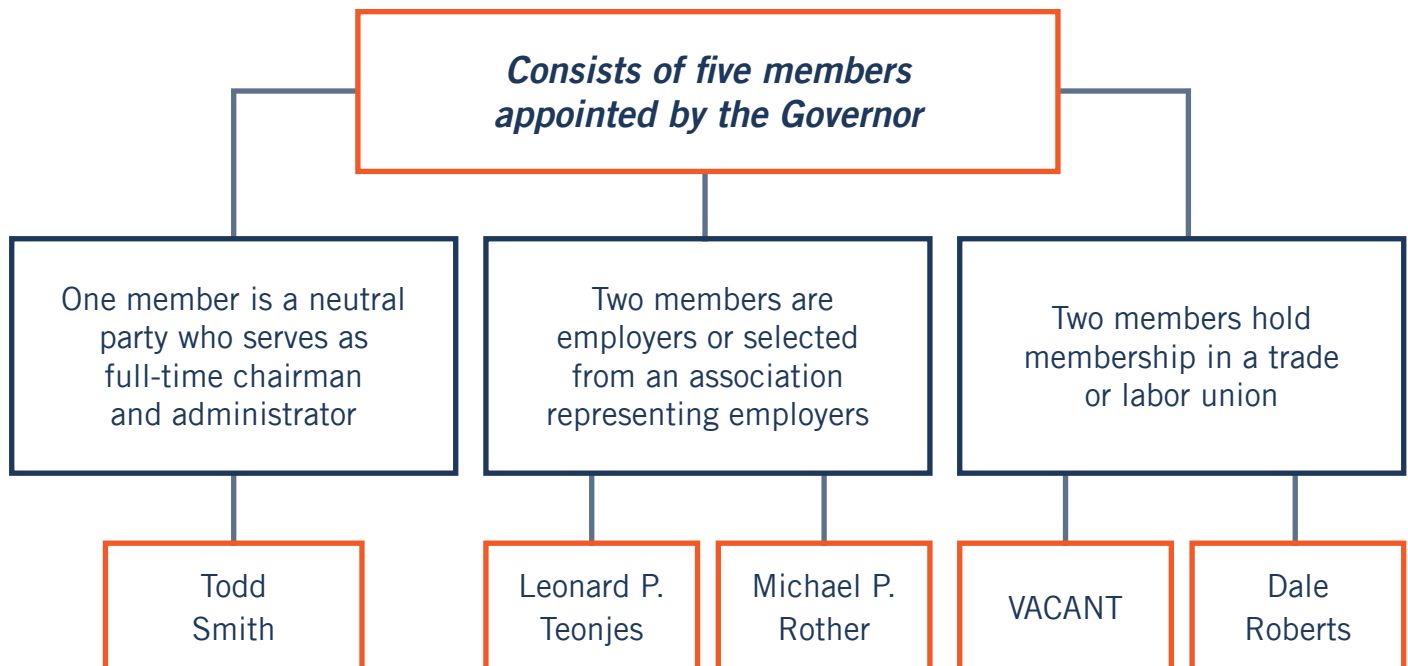
# STATE BOARD OF MEDIATION



## CHAIRMAN: Todd Smith

*The State Board of Mediation's (SBM) duties include defining appropriate bargaining units of public employees, certifying or decertifying of bargaining units, and determining majority representation status by secret ballot elections.*

If a public employer and a petitioning labor organization cannot agree on which employees should be included in an appropriate bargaining unit, or on the manner of conducting the election, the SBM will hold a formal hearing at which the parties may present evidence and legal arguments in support of their positions on the disputed questions. After considering the evidence and legal arguments, the board issues a written decision resolving the disputes.



If a majority of the members of a bargaining unit vote for the labor organization in a board-conducted election, the SBM certifies it as the exclusive bargaining representative for all the unit members for the purposes of collective bargaining. The labor organization will then negotiate with the public employer of the unit members over salaries and other conditions of employment with the goal of reaching a written agreement governing these matters. The labor organization will also represent all unit members with regard to individual employment issues that may arise, such as disciplinary charges.

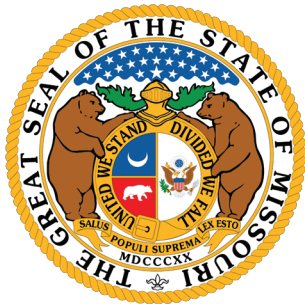
The SBM's jurisdiction under the Public Sector Labor Law, RSMo 105.500 - 105.530, to determine appropriate bargaining units and to certify exclusive bargaining representatives, extends to almost all public employees, including those employed by the state and its agencies, counties, cities, and school districts. In an effort to make the SBM more responsive and accessible to citizens, in 2020, the SBM began accepting petitions of Certification for Representation, Decertification and amended petitions online. Applicants can now answer a few simple questions and submit the required forms directly to the SBM with an electronic signature. Once the petitions are submitted online, applicants receive an automatic notification with a case number and copy of the completed petition, saving time for both the applicant and staff.

## FISCAL YEAR 2023

AVERAGE TIME FROM INITIAL TELECONFERENCE TO ELECTION - 20.38 DAYS

Petitions Filed	18
Elections	12
In-Person	0
Electronic Balloting	12
Mail-In Ballot	0
Representation Elections Conducted	11
Decertification Elections	1 (FAILED)
Disclaimed Interest	0
Election Appeals	1
Hearings on Disputed Issues	1
Public Employees Affected	546
Unit Clarifications	3
Amendment of Certifications	0
Cases Dismissed/Withdrawn	0





# MISSOURI

DEPARTMENT OF LABOR &  
INDUSTRIAL RELATIONS

## ASPIRATION

We will promote economic vitality, safety, and fairness for Missouri's businesses and workers.

## THEMES

### **GROWTH**

Foster a business environment to support economic development

### **SAFETY**

Prevent injuries and save lives on the job

### **OPPORTUNITY**

Invest in our workforce for today & tomorrow

## INITIATIVES

- Enhance participation in the use of citizen survey tools (Qualtrics/Genesys) to solicit citizen feedback for continuous improvement in citizen service and support.
- Improve citizen ease of access for the submission, handling & resolution of tips, concerns and complaints.
- Leverage new Senior Research & Data Coordinator role to enhance data mining and analysis for improved program performance.

- Refine Safety Initiatives Training Videos/Materials to create a comprehensive safety toolkit for DOLIR team members as well as other state agencies.
- Deployment of and training in use of Automated External Defibrillators (AED) for main office locations.

- Phase 2: Handoff & Build-Out of Succession Planning Process for Critical Positions throughout DOLIR & its Divisions.
- Implementation and Continuous Refinement of a robust Onboarding Process for New Employees and Supervisors
- Deliver a comprehensive supervisory/managerial certification program for all DOLIR supervisory staff.









421 East Dunklin Street  
P.O. Box 504  
Jefferson City, MO 65102-0504

573-751-4091  
Fax: 573-751-4135

TDD/TTY: 800-735-2966  
Relay Missouri: 711

[labor.mo.gov](http://labor.mo.gov)

*Missouri Department of Labor and Industrial Relations  
is an equal opportunity employer/program.*